

## Collaborative Worker

Indicators	Works consistently toward the achievement of group goals	Regularly demonstrates effective interpersonal skills	Takes actions to improve the group's effectiveness	Responds to feedback/coaching from peers and others
<b>Exceeds Expectations</b> Fulfills 'meets expectations' items + rises to exceed expectations in these ways:	<ul style="list-style-type: none"> <li>❖ Pushes self and group to do best work at all times</li> </ul>	<ul style="list-style-type: none"> <li>❖ Encourages different ideas and viewpoints</li> <li>❖ Redefines leadership model to fit the group's dynamic</li> </ul>	<ul style="list-style-type: none"> <li>❖ Employs strategies to keep group members informed and on task</li> <li>❖ Shows initiative to bring group together outside of class times</li> <li>❖ Facilitates conflict resolution with the whole group</li> </ul>	<ul style="list-style-type: none"> <li>❖ Asks for feedback as an individual and member of a group</li> <li>❖ Adapts behavior based on feedback; implements suggestions</li> </ul>
<b>Meets Expectations</b>	<ul style="list-style-type: none"> <li>❖ Makes contributions to set group goals and/or refers group to given goals</li> <li>❖ Helps the group check in on its progress toward goals</li> <li>❖ Is physically present and engaged with the group</li> </ul>	<ul style="list-style-type: none"> <li>❖ Expresses ideas openly with the group</li> <li>❖ Listens and is open to the ideas of others'</li> <li>❖ Is inclusive of all group members</li> <li>❖ Leadership is undertaken without dominating other group members</li> </ul>	<ul style="list-style-type: none"> <li>❖ Accepts personal responsibility for his/her share of the work</li> <li>❖ Helps to organize ideas and plan out how the group will do its work in an equitable manner</li> <li>❖ Evaluates and monitors own behavior within a group and makes appropriate adjustments</li> <li>❖ Takes action to address conflicts</li> </ul>	<ul style="list-style-type: none"> <li>❖ Willing to listen to feedback</li> <li>❖ Makes adjustments to behavior</li> </ul>
<b>Approaches Expectations</b>	<ul style="list-style-type: none"> <li>❖ Shows lack of participation in setting/maintaining goals</li> <li>❖ Contributions to the work are inconsistent; attitude is passive</li> <li>❖ Absence(s) affect ability to actively achieve group goals; does not 'check in' and follow through</li> </ul>	<ul style="list-style-type: none"> <li>❖ Listens to others, but does not express ideas</li> <li>❖ Directs comments to one perceived leader rather than all</li> <li>❖ Does not take a leadership role in some capacity</li> </ul>	<ul style="list-style-type: none"> <li>❖ Will comply with what is asked of him/her; takes more of a follower role</li> <li>❖ Makes limited contributions to group ideas and planning</li> <li>❖ Takes no action to resolve conflict</li> </ul>	<ul style="list-style-type: none"> <li>❖ Exhibits little interest in getting feedback</li> <li>❖ Reluctant to use feedback to change behavior and/or implement suggestions</li> </ul>
<b>Does Not Meet Expectations</b>	<ul style="list-style-type: none"> <li>❖ Resists goal setting</li> <li>❖ Shows negativity and obstructive behavior</li> <li>❖ Absences hurt group's ability to meet its goals; does <i>not</i> 'check in' and follow through</li> </ul>	<ul style="list-style-type: none"> <li>❖ Does not listen to others; needs to listen</li> <li>❖ Expresses only negative ideas</li> <li>❖ Excludes members</li> <li>❖ Needs to complete designated work and contribute positively</li> </ul>	<ul style="list-style-type: none"> <li>❖ Does not complete his/her share of the work</li> <li>❖ Inhibits planning of tasks</li> <li>❖ Causes conflict that inhibits completion of group tasks and goals</li> <li>❖ Needs to monitor behavior and make adjustments</li> </ul>	<ul style="list-style-type: none"> <li>❖ Does not seek feedback or use available feedback tools</li> <li>❖ Unwilling to listen to feedback offered</li> <li>❖ Needs to hear feedback and make changes</li> </ul>